

The following special observances are designed to broaden the understanding of the heritage and recognize the contributions and achievements of all Americans to the American culture:

- Birthday of Dr. Martin Luther King (January)
- Black History Month (February)
- Women's History Month (March)
- Asian/Pacific Islander Heritage Month (May)
- Women's Equality Day (26 August)
- Hispanic Heritage Month (15 Sep. - 15 Oct.)
- Disability Employment Awareness Month (October)
- American Indian/Alaska Native Heritage Month (November)



COMMANDER NAVY REGION SOUTHEAST (CNPSE)



EQUAL EMPLOYMENT OPPORTUNITY OFFICE

SPECIAL EMPHASIS PROGRAM (SEP)



What is the Special Emphasis Program?

- This is one of the many Equal Employment Opportunity (EEO) Office programs designed to assist management in developing, managing, and maintaining a highly qualified and diverse workforce that is inclusive of minorities, women, and persons with disabilities.



What is the Role of the SEP?

- Uses Affirmative Employment Program Plan, along with other tools, to identify under-represented groups in the civilian workforce.
- The SEP manager assists the managers in examining employment and/or advancement barriers that may contribute to the under-representation.
- Program managers, committee members, and managers and supervisors jointly develop plans of action that foster commitment to developing and sustaining a diverse workforce.

What is Underrepresentation?

- A comparison between the percentage of a particular minority/sex group in the workforce with their representation in the appropriate labor force.

Underrepresentation exists when the percentage of a minority/sex group in a specific category of employment is lower than their representation in the civilian labor force (CLF).



What Programs are covered under the SEP?

SEP MANAGERS

- Hispanic Employment Program

Genida Searles
(912)573-4722

- African American Employment Program

Kenneth
Richmond
(904)542-2802

- Asian American/Pacific Islander Employment Program

Andrew Peck
(904)542-3399
Catherine Martin
(843)764-4300
xt. 14

- American Indian/Alaska Native Employment Program

Yvonne Burleson
(904)542-2284

- People with Disabilities Program

Julie Riley
(904)542-6284

